



INDIANA
DEPARTMENT OF
WORKFORCE
DEVELOPMENT

THE DEMAND DRIVEN WORKFORCE SYSTEM

The **RIGHT SKILLS**, at the **RIGHT TIME**, in the **RIGHT WAY**

Michael Barnes, Assoc. COO

Department of Workforce Development



INDIANA'S WORKFORCE CHALLENGE:

“Humans used to desire love, money, food, shelter, safety, peace, and freedom more than anything else. The last 30 years have changed us. Now people want to have a good job, and they want their children to have a good job. This changes everything for world leaders.”

— Jim Clifton, The Coming Jobs War





INDIANA'S WORKFORCE CHALLENGE:

700K JOBS
TO BE
REPLACED



300K JOBS
TO BE
FILLED



1,000,000+
INDIANA
JOBS



Over the next 10 years



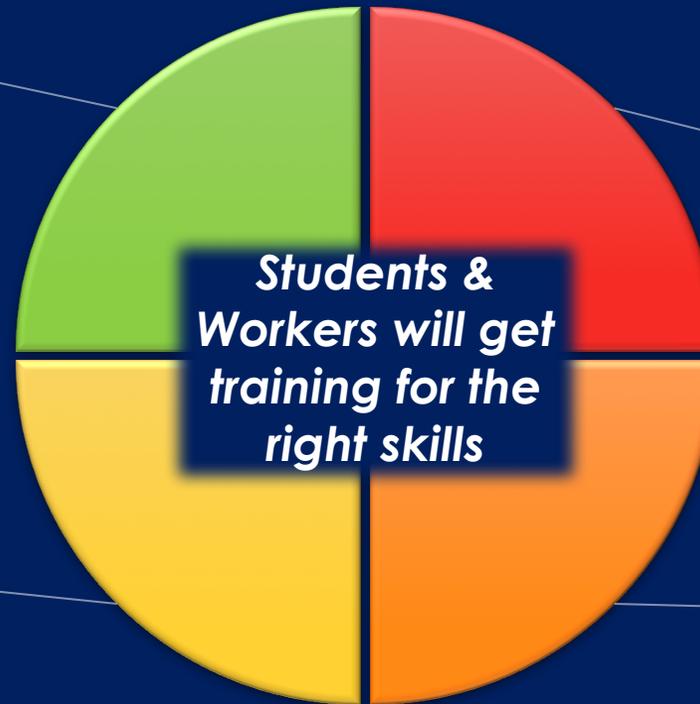
INDIANA'S DEMAND DRIVEN WORKFORCE SOLUTION

Improved forecasting
of job demand

Employer informed
understanding of skills
needed for occupations

Aligning education to
match employer needs

Inform students, parents,
job seekers & employers
about demand
occupations



■ Occupational Demand Framework

■ Skills Framework

■ Eligible Trainer Provider List

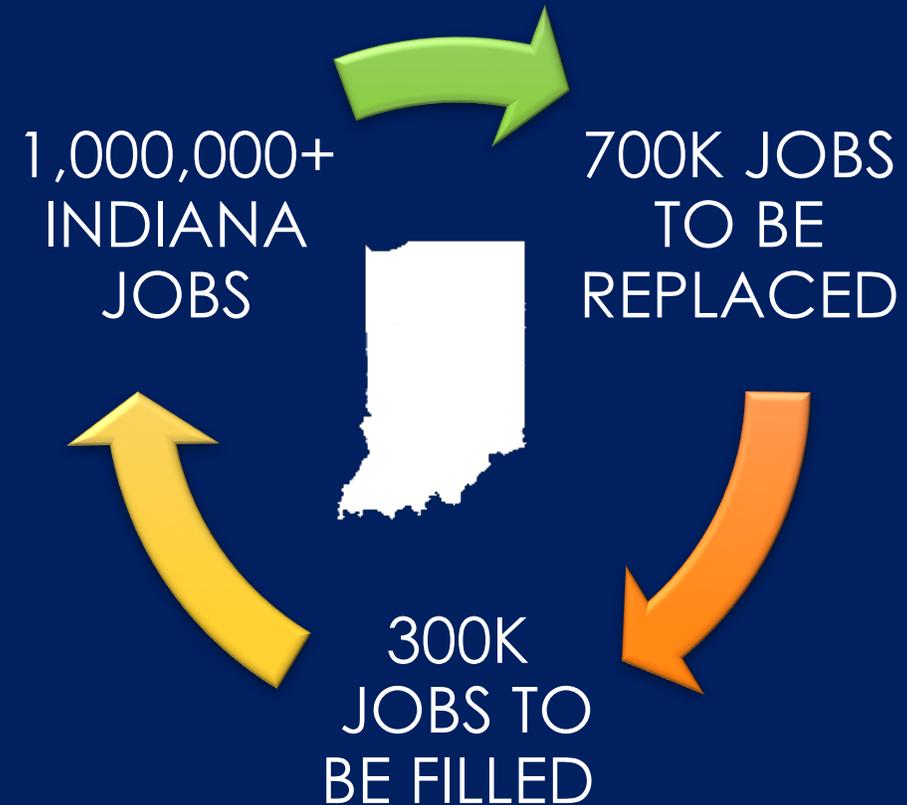
■ Indiana Career Explorer



INDIANA'S WORKFORCE CHALLENGE

Educational Attainment Level:

- **26%** - Bachelor's Degree & Above
- **10%** - Associate's Degree
- **27%** - High School Plus
- **37%** - High School Diploma and below



The RIGHT SKILLS, at the RIGHT TIME, in the RIGHT WAY



ESTIMATED ANNUAL WORKFORCE SUPPLY

Projected Demand: 100,000 annually

K-12 * Not Graduating 8,748

K-12 * Graduates 70,026

35% Do not immediately go to college/post-secondary 24,509

College Graduates 78,408 **

Associate's Degree 13,596

Bachelor's Degree 47,322

Master's Degree 13,777

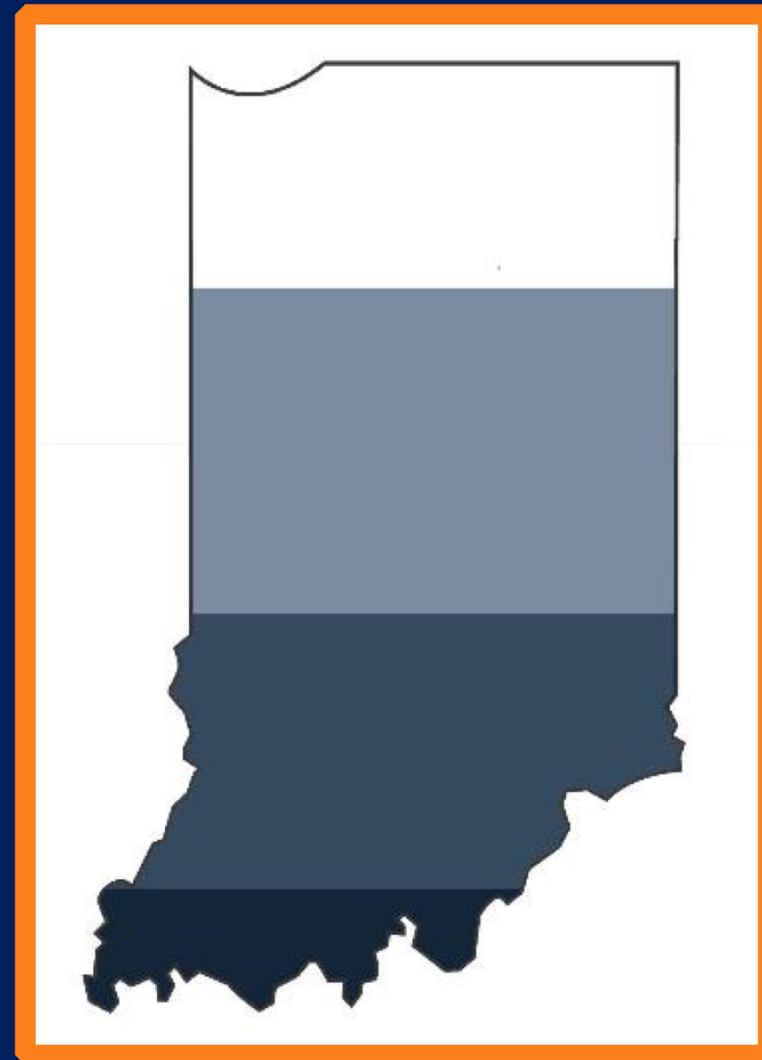
Professional Degrees 3,713

45% Employed FT in Indiana after 1 Year 35,284

Total Estimated Supply from Education 68,541

* K-12 Data is from 2015 and is after 4 yrs of H.S.

** Data includes Public & Private colleges and out of state residents who attend college in Indiana





Middle Skills Credentials Needed

Current Annual Demand:

- **27,000** (estimate)

Current Annual Supply:

- **4,000** ~ H.S. Seniors earning CTE Certificate/Credential and not continuing to post-secondary
 - **2000** ~ Industry recognized certificate in high wage / high demand occupation
- **700** ~ Adult Basic Education/WorkINdiana
 - **700** ~ In-demand occupations
- **8,800** ~ Ivy Tech/VU Graduates with a Certificate
 - **6,500** ~ In-demand occupations

Current Annual Gap:

- **18,000** ~





LEGISLATIVE OUTCOMES

Fewer High School Drop Outs – *Jobs for America's Graduates*

Increased Awareness of In-Demand Careers – *Indiana Career Explorer*

Realignment of and Increased Funding for Career and Technical Education – SEA 198

Six Times More Adult Basic Education High-Wage, High-Demand Certificates – *WorkINdiana*

More Postsecondary Certificates in High-Wage, High-Demand Fields – Workforce Ready Grants

Other Workforce Development Initiatives – HIRE, Robotics Competition, Work Ethic Certificate, Skill Up!



Jobs for America's Graduates

- Indiana has the largest JAG program in the country.
- State funding increased \$2.2M/year this year for FY18/19
 - Over 25 schools will be included in expansion.
- JAG served 5,800 students in the 2015-16 school year alone.

JAG  **Indiana**
JOBS FOR AMERICA'S GRADUATES

\$21 Million Secured in scholarships for the class of 2016	94% JAG graduation rate	110 Programs in 91 high schools (16% of all Indiana high schools)
88% Postsecondary outcome (job, military or education/training)	vs. 89% Statewide graduation rate	15,000+ Participants since 2006

[JAG Student Testimonial](#)



Indiana Career Explorer

- In 2016, more than 150,000 ICE assessments were taken by more than 72,000 middle school and high school students.
- Pilot program launch – 2017-18 school year (SEA 198)
 - 15 schools
- Statewide implementation of career exploration curriculum following conclusion of the pilot

The screenshot shows the user interface for Jane Doe on the Indiana Career Explorer website. The page is titled "Welcome to Indiana Career Explorer" and includes a navigation sidebar, a main content area with assessment cards, and a right-hand sidebar with task lists.

Navigation Sidebar:

- Home
- Things to Do
- Take an Assessment
- Explore Occupations
- Plan for Education
- Plan for Work
- Find a Job
- My Portfolio Items
- My Assessments
- My Job Search Tools
- My Favorites
- My Documents
- My e-Profile

Main Content Area:

Welcome to Indiana Career Explorer
Indiana Career Explorer is an online education and career planning system that gives you the tools you need to build a foundation for lifelong career success. You will learn what your interests, skills and work values are and how to apply them to a career plan for your future. You will be able to access information about jobs and skills that employers need now and in the future so you can plan your long-term career path.

This website also helps you with real-world skills such as how to **write resumes** and **cover letters**, how to **research employers**, and how to **prepare for job interviews**. You can even create an **electronic profile** that you may choose to share online with prospective colleges or employers.

Begin by Taking Assessments
Your assessment results will help us tailor your experience throughout the site.

Assessment Cards:

- Kuder Career Interests Assessment®**: Connect your top interests with career paths. Progress: 0%. [Begin →](#)
- Kuder Skills Confidence Assessment®**: What do you believe you're good at doing? Progress: 0%. [Begin →](#)
- Super's Work Values Inventory-revised**: Learn what is most important to you. Progress: 0%. [Begin →](#)

Review My Assessments:

Assessment	Completed
You have not yet completed any assessments	

Recommended Links:

Links	Recommended By
Trip to College	Indiana Department of Education

Information Missing:

Your education goals are incomplete. Please visit [account settings](#) to update your information.

Your needs are incomplete. Please visit [account settings](#) to update your information.

Completed Tasks:

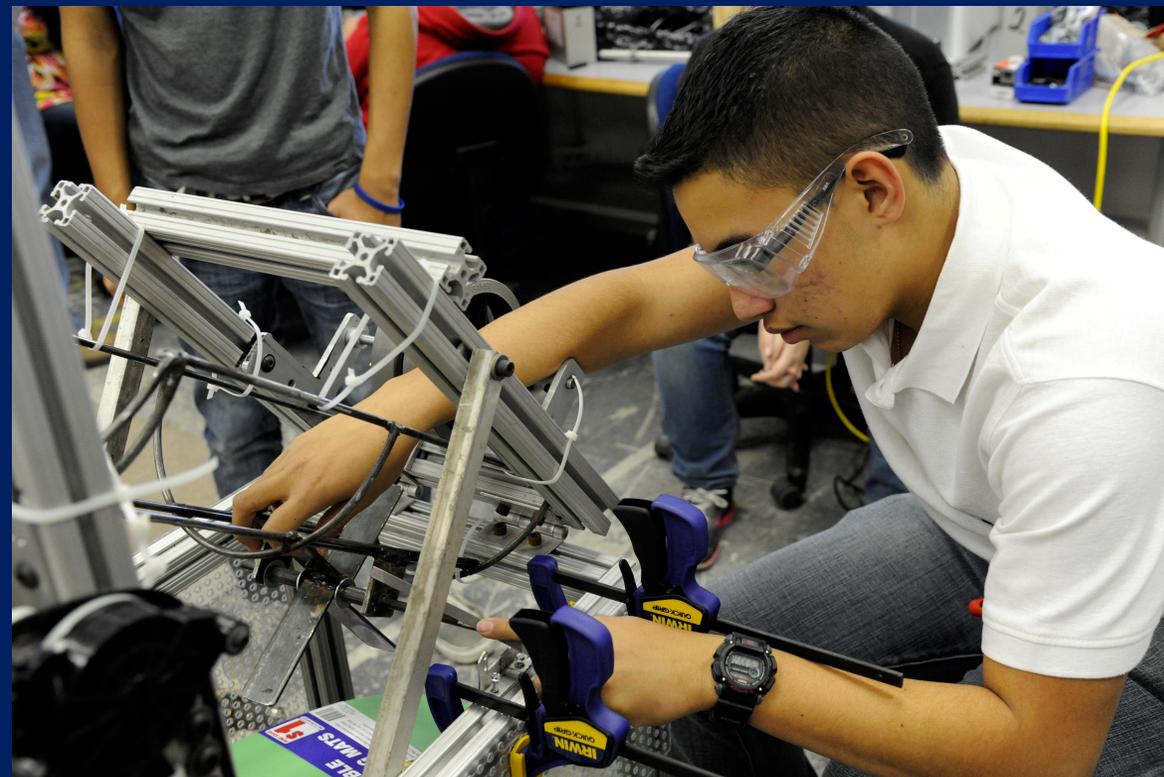
My Next Steps:

- Take an interest assessment
- Assess your skills
- Review your work values
- Prioritize your possible occupational choices
- Find schools
- Find financial aid
- Write or edit a resume
- Upload important documents
- Write a cover letter



Career and Technical Education – SEA 198

- DWD data to be used by SBOE for CTE programming/long-term plans
- 9 CTE program designations to be consolidated to 3 (18/19 school yr.) with new funding amounts at:
 - High Value: \$680/credit
 - Moderate Value: \$400/credit
 - Less Than Moderate Value: \$200/credit
- DWD to determine course designations and grant eligibility with DOE and submit report to SBOE



The average high school graduation rate for students concentrating in CTE programs is 93 percent, compared to a national average of 80 percent.



WorkINdiana

Facts:

- 5,267 adult students served since 2011
- 2,972 certifications earned through July 2016
- 86% completion rate
- 93% of 2013 program completers still employed in 2015

Expansion:

- State funding doubled for FY 18/19 to \$5M/year

Goal:

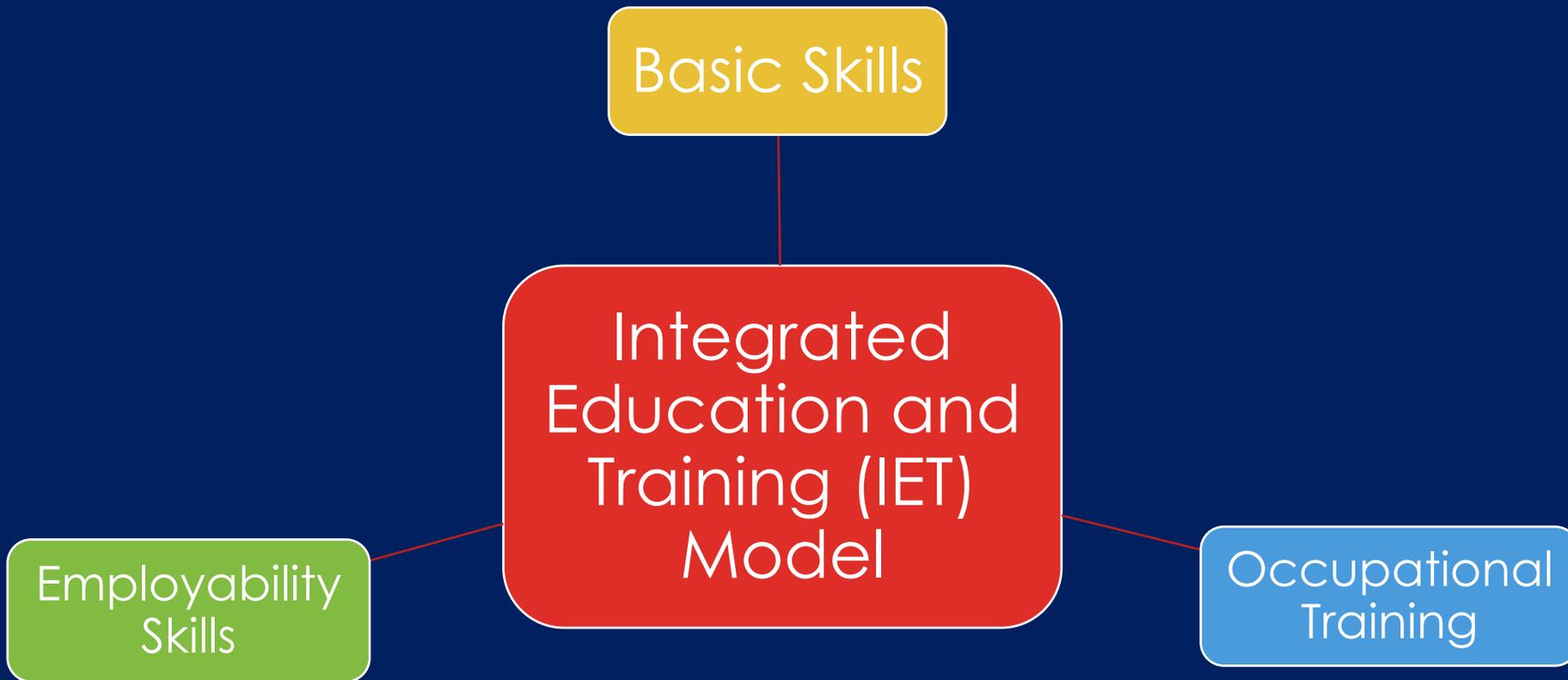
- 4,500 adult students earning their HSE and an industry-recognized certificate per year



[Adult Student Testimonial](#)



IET: The Future of WorkINdiana



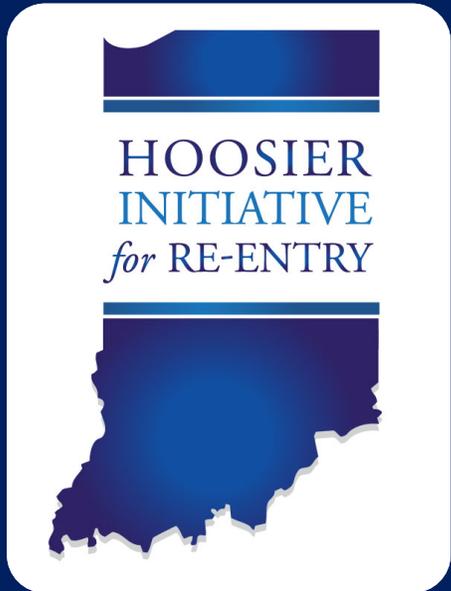


Workforce Ready Grants

- Governor Holcomb Agenda Initiative
- Funding: \$2M/yr.
- High Value Credit and Non-Credit Bearing Grant Program
- Collaboration between CHE and DWD
- Fully fund students to get a certificate in a high-demand, high-wage field that is industry recognized
 - Performance tied to educational attainment and job placement



Hoosier Initiative for Re-Entry



Job Placement since 2014

2014-	1,492
2015-	2,351
2016-	2,437
2017-	<u>664</u> (thru April)
TOTAL	6,944

Engaged Employers

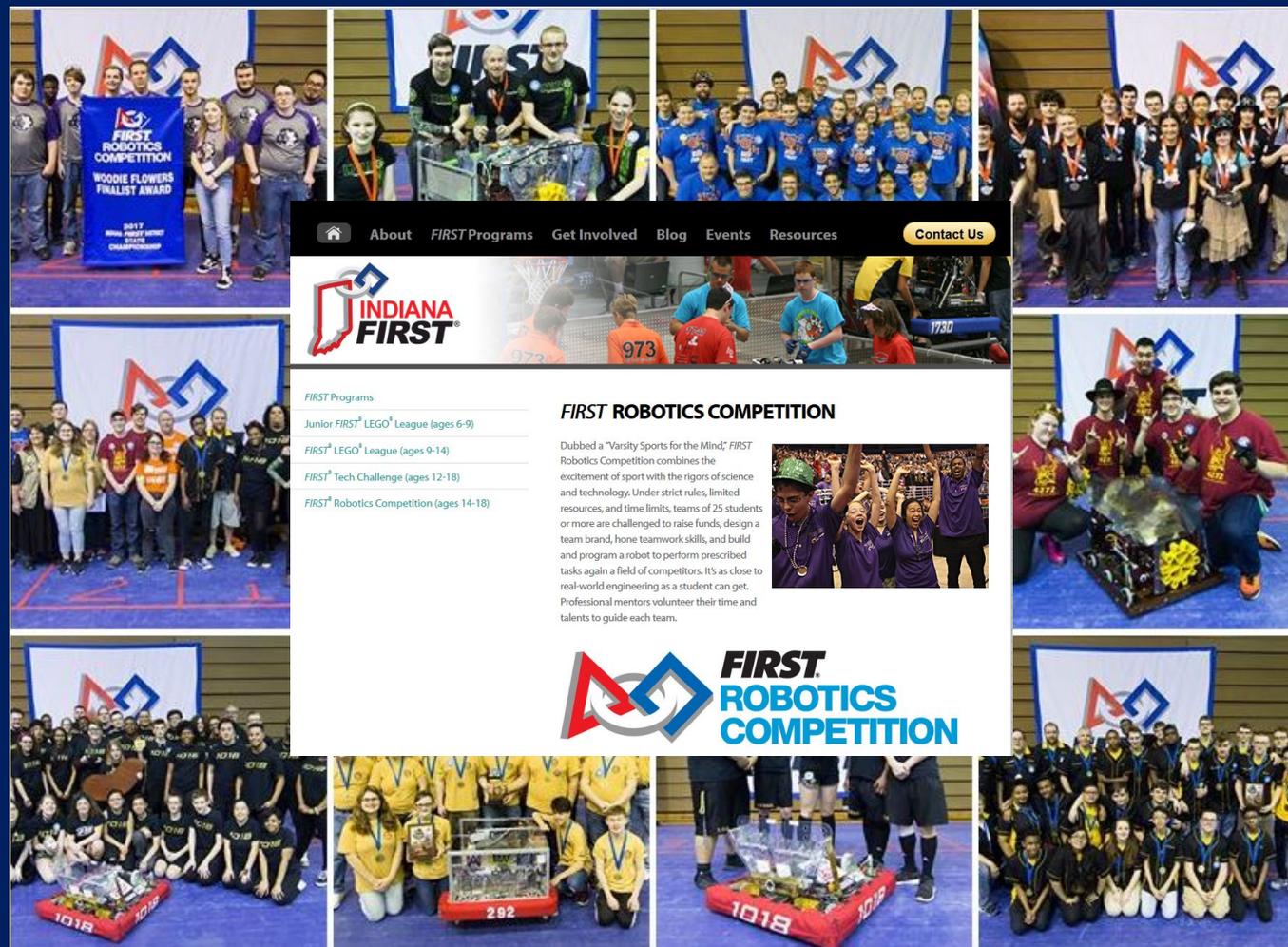
2014-	875
2015-	1,248
2016-	1,202
2017-	<u>455</u> (thru April)

- **15,000** prisoners released from state prisons annually
- **\$20,000/yr.** to house an offender in state prison



Robotics Competition

- Indiana is #1 nationally in academic team participation
- 800+ 3-5th grade teams projected in 2017-18 school year
- Elementary, Middle School, High School teams





Work Ethic Certificate

- Connects employers to local school districts
- Equips students with fundamental employability skills
- Demonstrates to employers that the individual understands the value of hard work and responsibility in the workplace
- 18 pilot programs currently underway





Skill Up!

“The manufacturing industry is facing an unprecedented workforce skills gap. Skill-UP Indiana strengthened the sector partnership in Region 4 between education and industry, and provided invaluable funding needed to reach an untapped workforce with an innovative training solution.”

- Brad Rhorer, Senior Manager of Human Resources, Subaru SIA and Member of SWIC

\$19 Million
to community partnerships
developing training and
education programs that align to
employer needs

25
industry-led partnerships from
across the state received funding
to develop sector-base training
programs

\$12 Million
Private Sector
Match of 63%

SKILLUP
INDIANA!

11,954 Hoosiers
enrolled in Skill UP programs
since February 2016

Focused on priority sectors, such as:

- ♦ Advanced Manufacturing
- ♦ Information Technology
- ♦ Healthcare
- ♦ Construction & Skilled Trades
- ♦ Transportation & Logistics

Program Results

1,800 Certificates/Credentials Earned
More than 1,000 individuals employed

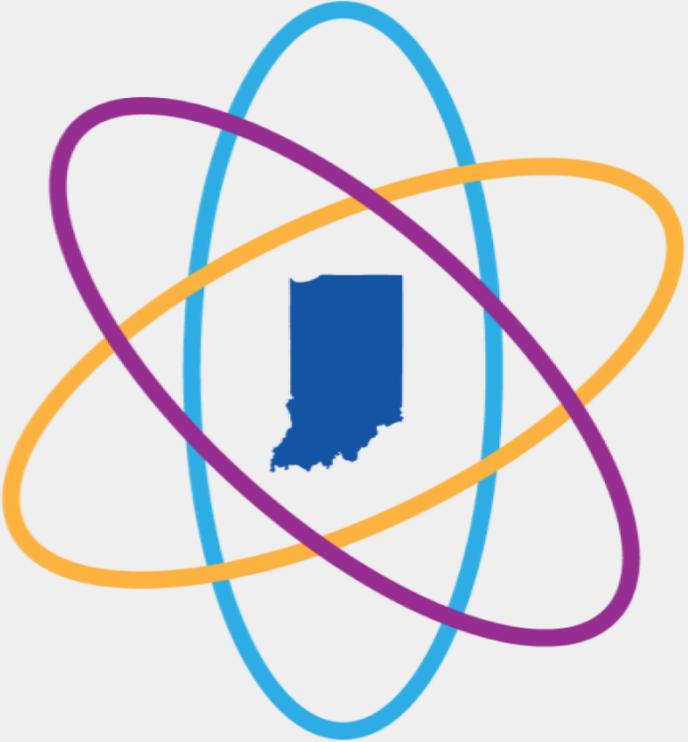


Indiana Innovation Network!

“The big divide in America is not between the coasts and the interior. It’s between strong communities and weak communities. You can find weak ones along the coast and thriving ones in Appalachia, and vice versa. It’s community, stupid — not geography.”

May 24, 2017

The New York Times



INDIANA
innovation
NETWORK

- Employer-led, demand driven partnerships
- Occupational demand validation
- Educational alignment with demand occupations
- Locally organized and driven





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Welcome to INDIANACAREERREADY.com

Indiana has the challenge of filling more than 1 million jobs over the next decade. To meet this goal, we need to have more skilled and specially-trained workers to meet the needs of Hoosier employers. INDIANACAREERREADY.com is your single source to provide the tools needed to prepare and find high-demand and high-wage jobs of the future. Step inside and discover the next level of your career!

Department of Workforce Development Resources



Apply for a Job



Labor Market Information



Indiana Career Explorer



Indiana Career Connect



Training

uplink



INDIANA'S WORKFORCE SOLUTION – **VISION**

Create a network of education and training providers that are:

- *accountable*
- *responsive*
- *innovative,*

and serve all Hoosiers, including:

- *secondary students*
- *post-secondary students*
- *adult education students*
- *incumbent workers.*

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QUESTIONS?

